



**President's Management Agenda  
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION**

		CURRENT STATUS (As of December 31, 2007)	PROGRESS First Quarter FY 2008	COMMENTS
Initiative				
<b>HUMAN CAPITAL</b>		<u><b>Human Capital Planning</b></u> <i>Comprehensive HC Plan</i> <input checked="" type="checkbox"/> aligns with agency mission and strategically integrates all HC planning efforts (Y) [Q1/08] <input checked="" type="checkbox"/> results analyzed and used (G) [Q1/08] <u><b>Organizational Structuring</b></u> <input checked="" type="checkbox"/> organizational structuring incorporates workforce planning (Y) [Q1/08] <input checked="" type="checkbox"/> achieves efficiencies in performance, service, and cost (G) [Q1/08]		<b>NASA remains Green in Status and Green in Progress this quarter.</b> <ul style="list-style-type: none"> <li>NASA has an active accountability system. An HR Operations Audit (HROA) occurred at Marshall Space Flight Center in November. The final HROA Report for NASA HQ was issued this quarter, and concluded that a strong and continually improving Human Capital program is in place to support management of NASA's Washington, DC, workforce. The next HROA at Langley Research Center is slated for Q3/08.</li> <li>NASA is aggressively working with OPM to deploy the Electronic Official Personnel Folder (eOPF). Backfile conversion activities to migrate all historical documents into eOPF were completed slightly ahead of schedule. Employee roll-out schedule to be completed March 08.</li> <li>A Workforce Planning Workshop is scheduled for Jan 8-10, 2008, to educate workforce planners agency-wide about workforce planning analytical approaches, process changes, and automated tools.</li> <li>NASA VERA/VSIP results for this quarter are 11 VSIPs (buyouts) and 1 VERA (early-outs). For Q2/08 NASA anticipates up to 30 additional VSIPs may occur.</li> </ul>
Agency Lead:	green		green	
Toni Dawsey Chief Human Capital Officer and Assistant Administrator for Human Capital	Next est. by June 2008	<u><b>Human Capital Implementation</b></u> <i>Leadership/Knowledge Management</i> * implements leadership succession strategy and meets milestones (Y) [Q2/03] * meets competency gap and bench strength targets (G) [Q2/03] <i>Results-Oriented Performance Culture</i> <input checked="" type="checkbox"/> performance pilot implemented (Y) [Q4/07] <input checked="" type="checkbox"/> SES, mgrs.' performance plans aligned, etc (Y) [Q4/07] * implements strategies to address workforce diversity (Y) [Q1/02] <input checked="" type="checkbox"/> performance pilot completed (G) [Q4/07] <input checked="" type="checkbox"/> 70% + of employees covered by PM systems (G) [Q4/07] * has a process to sustain workforce diversity (G) [Q3/03] <i>Talent Management</i> <input checked="" type="checkbox"/> meets competency gap closure milestones (Y) [Q1/08] <input checked="" type="checkbox"/> implements improve-hiring strategy (Y) [Q1/08] * meets competency gap targets and significantly reduces vacancies in MCOs(G) [Q3/02] * meets hiring improvement targets (G) [Q3/02 ]	<u><b>Actions taken this quarter:</b></u> Q1 FY08 scorecard deliverables and PTB V milestones were met; some of these are highlighted below: <ul style="list-style-type: none"> <li>Published the FY2007 Human Capital Management Report, showing measures, results, and follow-on activities; SSM charts included.</li> <li>Updated leadership targets for bench strength and for leadership and performance management competencies.</li> <li>Wrote a report on progress in strengthening the linkage between the employee and organization performance through the Employee Performance and Communication System.</li> <li>Completed a report updating results from activities to transition NASA from the Space Shuttle to the Constellation program.</li> <li>Developed a Quarterly Hiring Timeline Chart with July-Sep 2007 data and new data on MCO hiring timelines.</li> <li>Developed an analysis report and improvement plan for closing hiring and competency gaps in MCO acquisition occupations.</li> </ul>	
Lead RMO Examiner: Ryan Schaefer			<u><b>Planned actions for next quarter:</b></u> <ul style="list-style-type: none"> <li>Complete Q2 FY08 scorecard deliverables and PTB V milestones.</li> <li>Complete a Quarterly Hiring Timeline Chart with Oct-Dec 2007 data.</li> <li>Provide a progress report on results to transition NASA from the Space Shuttle to the Constellation program.</li> <li>Provide a report on status of enhancing workforce planning information used to support program decisions.</li> </ul>	
OPM HC Officer: Jeanne Friedrich		<u><b>Human Capital Evaluation</b></u> <i>Accountability</i> <input checked="" type="checkbox"/> delivers HCMR including SSM results (Y) [Q1/08] <input checked="" type="checkbox"/> conducts audits (Y) [Q4/07] <input checked="" type="checkbox"/> takes corrective action (G) [Q1/08]		
		*Previously checked; may be recovered by meeting PTB 5 milestones.		

January 24, 2008